

BEFORE THE POLICE BOARD OF THE CITY OF CHICAGO

IN THE MATTER OF CHARGES FILED AGAINST )  
CROSSING GUARD DORETHA PHARR, EMPLOYEE# ) NO. 04-2560  
535476,DEPARTMENT OF POLICE, CITY OF CHICAGO) CR#283038  
)

**FINDINGS & DECISION**

On August 26, 2004, the Superintendent of Police filed charges with the Police Board of the City of Chicago against Crossing Guard Doretha Pharr, Employee#535476, (hereinafter sometimes referred to as "Respondent") seeking the termination of Respondent for violating the following Rules:

Rule 1: Violation of any law or ordinance

Rule 2: Any action or conduct which impedes the Department's efforts to achieve its policy and/or goals and/or brings discredit upon the Department.

The Police Board of the City of Chicago caused a hearing on these charges against Crossing Guard Doretha Pharr to be had before Michael G. Berland, Hearing Officer of the Police Board of the City of Chicago on November 23, 2004 and December 8, 2004.

Following the hearing, the members of the Police Board read and reviewed the certified transcription of the proceedings of the hearing. Michael G. Berland, Hearing Officer, made an oral report and conferred with the Police Board before it rendered a decision.

The Police Board of the City of Chicago, as a result of its investigation of the charges, finds and determines that:

1. The Respondent was at all times a Crossing Guard employed by the Department of Police of the City of Chicago.

2. The charges were filed in writing and a Notice, stating the time, date and place, when and where a hearing of the charges was to be held, together with a copy of the original charges, was served upon the Respondent more than five (5) days prior to the hearing on the charges.

3. The hearing was conducted before Michael G. Berland, Hearing Officer of the Police Board of the City of Chicago, on November 23, 2004 and December 8, 2004.

4. Throughout the hearing the Respondent did appear in person and was represented by a union representative of her choice.

5. Respondent Crossing Guard Doretha Pharr, Employee#535476,, charged herein, contrary to the Rules and Regulations, is guilty of violating, to wit:

Rule 1: Violation of any law or ordinance.

A. On or about August 6, 2002, Crossing Guard Doretha Pharr committed the offense of theft of lost or mislaid property as she had obtained control over a cell phone and/or wallet, which was lost or mislaid, containing, among other things, one hundred dollars (\$100), belonging to Anita Brown and failed to restore said property to Anita Brown when Anita Brown identified herself as the owner of said property, thereby violating the Illinois

Compiled Statutes, Chapter 720, Section 5/16-2.

6. Respondent Crossing Guard Doretha Pharr, Employee#535476,, charged herein, contrary to the Rules and Regulations, is guilty of violating, to wit:

Rule 2: Any action or conduct which impedes the Department's efforts to achieve its policy and/or goals and/or brings discredit upon the Department.

A. On or about August 6, 2002, Crossing Guard Doretha Pharr committed the offense of theft of lost or mislaid property as she had obtained control over a cell phone and/or wallet, which was lost or mislaid, containing, among other things, one hundred dollars (\$100), belonging to Anita Brown and failed to restore said property to Anita Brown when Anita Brown identified herself as the owner of said property, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

7. Superintendent's Exhibit 5 is admitted into evidence over the objection of the Respondent.

By reason of the fact that Crossing Guard Doretha Pharr, Employee#535476, is guilty of violating Rules 1 and 2, cause exists for the termination of Respondent Crossing Guard Doretha Pharr from her position with the Department of Police and from the services of the City of Chicago.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Michael G. Berland". The signature is fluid and cursive, with a horizontal line underneath it.

Michael G. Berland, Hearing Officer

**D E C I S I O N**

The members of the Police Board, having read and reviewed the certified copy of the transcription of the hearing, having received the oral report of the Hearing Officer, Michael G. Berland, and having conferred with the Hearing Officer on the credibility of the witnesses and the evidence, hereby adopt all findings herein, and, in reaching its decision as to the penalty imposed, the Board has taken into account not only the facts of this case but also the Respondent's complimentary and disciplinary history, a copy of which is attached hereto as Exhibit A; and

**IT IS HEREBY ORDERED** that the Respondent, Crossing Guard Doretha Pharr, Employee #535476, as a result of having been found guilty of the charges in Police Board Case No. 04-2560, is hereby separated and discharged from her position as a Crossing Guard, and from the services of the City of Chicago.

**DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS**  
1st **DAY OF** MARCH **, 2005.**

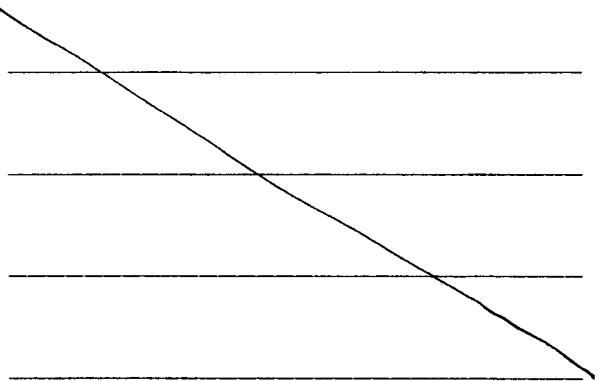
Patricia C. Boel  
Walt Longay  
Scott Davis  
John D. Stroh  
Rephenny L. Miller

Max A. Cannon

Executive Director  
Police Board

D I S S E N T

The following members of the Police Board hereby dissent from the decision of the majority of the Board in Police Board Case No. 04-2560.



RECEIVED A COPY OF THIS COMMUNICATION

THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2005

SUPERINTENDENT OF POLICE

Chicago Police Department  
Personnel Division

10/04/2002

COMPLIMENTARY HISTORY

Name	Title	SSN	Star	Unit	Detail Unit
PHARR DORETHA	9111		02366	007	

HONORABLE MENTIONS

0

COMPLIMENTARY LETTERS

0

DEPT. COMMENDATIONS

AWARD NUMBER:

1

2

3

4

5

0

6

7

8

9

10

OTHER AWARDS:

0

SPECIAL AWARDS:

Jr. Chamber . of Comm	0	Unit Meritorious	0	Fitness Award	0
Rich. J Daley Award	0	Lambert Tree	0	Appearance Award	0
Police Medal	0	Carter Harrison	0	Special Commendation	0
Awd of Valor	0	WGN Award	0	Partnership Award	0
Supt. Awd of Merit	0	Honored Police Star	0	Special Serv. Award	0
Police Blue Star	0	Life Saving Awd	0	Problem Solving Awd	0
Officer of The Month	0	Hnd Cld Med. of Val	0	Blue Shield Awd	0

Complimentary History Requested By:

NAME FORGUE RONALD 9174 STAR: 03255 UNIT: 121

Completed by:

CR #: 283038

Jermeka Gipson  
Personnel Division  
Records Section -2089-2092  
Pax 0-342 or Bell 5-5390

Hearing Officer Ex. 1

Ex A

CR # 283038  
ATTACHMENT 14

INTERNAL AFFAIRS DIVISION  
RECORDS SECTION

4 October 2002

TO: COMMANDING OFFICER UNIT 121

FROM: RECORDS SECTION  
INTERNAL AFFAIRS DIVISION

SUBJECT: PREVIOUS DISCIPLINARY RECORD OF

<u>PHARR</u>	<u>DONETHA</u>	<u>2366</u>	<u>007</u>
NAME	(LAST, FIRST M.I.)	STAR	UNIT

<u>F</u>	<u>B</u>	
SEX	RACE	X S.S.N.

REFERENCE: COMPLAINT REGISTER NUMBER(S) 283 038

THE PREVIOUS DISCIPLINARY RECORD OF THE SUBJECT ACCUSED HAS  
BEEN REQUESTED IN YOUR NAME BY:

<u>P.A.</u>	<u>R. FORGUE</u>	<u>3255</u>	<u>121-G</u>
RANK	NAME	STAR	S.S.N.

RELATIVE TO A SUSTAINED FINDING IN THE INVESTIGATION OF THE  
ABOVE REFERENCED COMPLAINT REGISTER NUMBER.

THE RECORDS SECTION, INTERNAL AFFAIRS DIVISION, DISCLOSES THE  
FOLLOWING DISCIPLINARY ACTION(S) ADMINISTERED TO THE  
SUBJECT ACCUSED FOR THE PAST FIVE (5) YEARS.

VERIFIED/PREPARED BY:

P.O. S. SASSO  
FOR: COMMANDING OFFICER  
RECORDS SECTION  
INTERNAL AFFAIRS DIVISION

Ex. A

CR # 283038  
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